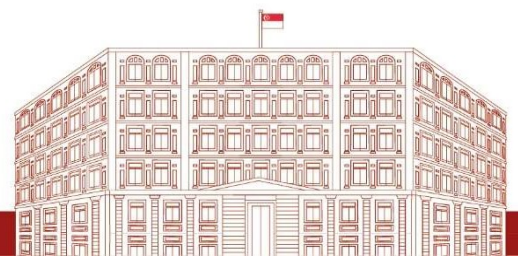


EMBARGOED UNTIL MCI COS 2020

MEDIA FACTSHEET

TESA MID-CAREER ADVANCE PROGRAMME

1. With the pervasiveness of technology impacting industries and jobs, companies and workers need to adapt to changing trends, skills and job roles in order to advance in the digital economy.
2. The Infocomm Media Development Authority (IMDA) TechSkills Accelerator (TeSA) initiative offers a suite of programmes to help information and communications technology (ICT) and non-ICT professionals upgrade and acquire new skills, to stay competitive and meet the challenges of a fast-moving digital economy.
3. IMDA is launching the TeSA Mid-Career Advance programme, which works on a co-funding basis with participating companies to create a win-win situation for both the trainee and the company. The programme aims to:
 - (i) Provide Singaporeans aged 40 and above with a tech-related job while being reskilled or upskilled, regardless of whether the individual has an ICT background. Through this programme, mid-career professionals have the assurance of being employed in a paid job while attending structured, Company-Led Training for in-demand tech skills and gaining experience in a tech role. Upon completion, they will acquire in-demand tech skills and experience to tap into the good careers that the infocomm sector offers.
 - (ii) Support employers to address their tech talent needs by tapping into a new pool of experienced workers from different sectors or job roles in the economy, who will be trained to take on tech jobs.
4. Through this programme, employers will be able to narrow their tech manpower gap, build an inclusive and diverse tech team with different backgrounds and experiences, and remain competitive in the digital economy.
5. To do this, the government will partner with participating employers to hire and train Singaporeans, and provide best-practice support in the implementation of the programme.
6. The programme comprises a combination of instructor-led training, on-the-job training, mentorship, and where relevant, overseas attachments. At the end of the training, trainees will be equipped with competencies for tech job roles in demand which are aligned to the Skills Framework for ICT.
7. As a start, the following companies which have been active partners in TeSA with good track records for Company-Led Training have committed to participate in the programme:



- Accenture Pte Ltd
- DBS Bank Ltd
- Integrated Health Information Systems (IHiS)
- Singapore Airlines
- Singapore Telecommunications Limited
- ST Engineering
- Tata Consultancy Services Asia Pacific Pte Ltd
- ThoughtWorks Pte Ltd
- Tunity Technologies Pte Ltd
- Whale Cloud Singapore Pte Ltd

8. Together, the companies have identified about 500 tech job role opportunities covering a wide variety of roles including business analyst, project manager, sales specialist, cybersecurity engineer, software developer and data analyst.

Benefits and Support for Companies

9. Participating companies will benefit from subsidies to offset the costs of training mid-career professionals to meet their manpower needs. The programme will provide funding support for the following qualified items:

- Monthly salary for trainees
- Training fees for local / overseas training and / or overseas attachment and / or courseware development fees
- Cost of living allowances and economy airfare for trainees selected to participate in overseas attachments

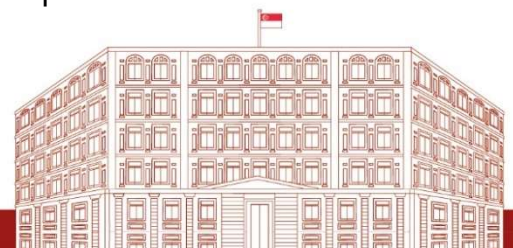
10. Companies will be required to commit to hire each trainee for a duration of up to 24 months. IMDA will support companies in the development of the programme through a collaborative effort, introducing third party training partners where needed, and imparting best practices from more progressive tech hirers. Companies which are interested to participate in the TeSA Mid-Career Advance programme can write in to info@imda.gov.sg.

Benefits and Support for Trainees

11. Trainees will gain employment and receive a salary while being equipped with in-demand tech skills. Under the programme, they will also get to work on projects guided by experienced mentors, gain in-depth industry exposure, and enhance their employability and career pathways in tech roles.

Eligibility Criteria for Trainees

12. The programme is open to Singapore Citizens who fulfil the following criteria:
- They should be at least 40 years old
 - They should possess a keen interest to pursue a career in tech
 - They will need to commit to completing the full training programme
 - They should meet the hiring requirements of the companies



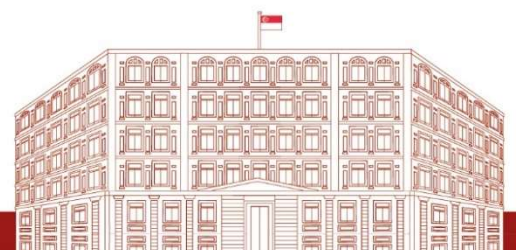
Prior tech experience is not required. Individuals can apply for the programme at www.imtalent.sg/TeSAMidCareer.

Other Programmes available under TeSA

13. TeSA Mid-Career Advance builds on the Company-Led Training (CLT) programme under TeSA, which supports private-sector companies in providing on-the-job training for ICT professionals. CLT trainees build up their tech skills by working on industry projects and through interactions with tech practitioners and business users. Individuals and companies may also leverage on other programmes under TeSA to reskill and upskill themselves or their employees for in-demand tech roles. Examples of such programmes are provided below:

- Professional Conversion Programme (PCP): Career conversion programmes targeted at PMETs, including mid-career switchers, to undergo skills conversion and move into new occupations or sectors that have good prospects and opportunities for progression
- Tech Immersion and Placement Programme (TIPP): Helps to convert non-tech PMETs to tech professionals via immersive training courses delivered by industry practitioners
- Critical Infocomm Technology Resource Programme Plus (CITREP+): Supports individuals who are interested on taking short courses in emerging and deep technological skills, such as Artificial Intelligence, Cybersecurity, Cloud Computing, and Blockchain

14. Since April 2016, close to 100,000 training places have been taken up or committed under the TeSA initiative.



About TechSkills Accelerator (TeSA)

An initiative of SkillsFuture, TechSkills Accelerator (TeSA) aims to build and develop a skilled Information and Communications Technology (ICT) workforce for Singapore's digital economy. TeSA is driven by the Infocomm Media Development Authority (IMDA) and in collaboration with the industry, SkillsFuture Singapore, Workforce Singapore and the National Trades Union Congress. IMDA takes an integrated approach to tech skills acquisition and practitioner training, enabling professionals to acquire the relevant in-demand skills.

Related resources:

Annex A: List of companies and examples of job roles under TeSA Mid-Career Advance

Annex B: Quotes from TeSA Mid-Career Advance company partners

- END -

For media clarifications, please contact:

Candy POK (Ms)

Manager, Communications & Marketing, IMDA

DID: (65) 6211 1706

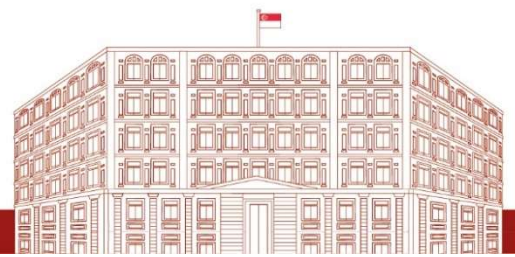
Email: candy_pok@imda.gov.sg

TAN Lay Ping (Ms)

Assistant Director, Communications & Marketing, IMDA

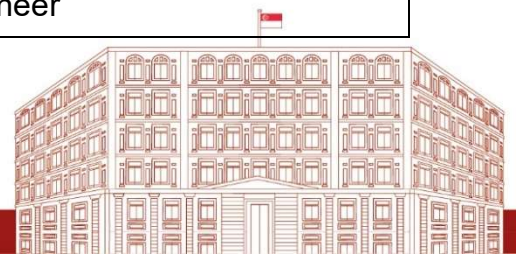
DID: (65) 6202 4412

Email: tan_lay_ping@imda.gov.sg

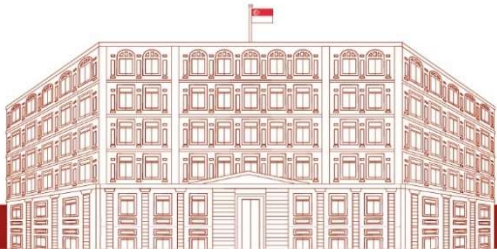


Annex A: List of companies and examples of job roles

<u>Company</u>	<u>Job Roles</u>
Accenture Pte Ltd	Technical Evangelist Techno Functional Consultant
DBS Bank Ltd	Business Analyst Quality Assurance Engineer Cybersecurity Engineer Production Support Engineer
Integrated Health Information Systems Pte Ltd (IHiS)	Business Analyst Database Engineer End-User Computing Engineer Network Engineer Operations Engineer Project Manager Software Developer Software Testing Engineer Systems Engineer
Singapore Airlines	Software Developer Scrum Master
Singapore Telecommunications Limited	Solution Architect Cloud Ops Engineer Dev Ops Engineer Software Engineer / Developer Network / Infrastructure Engineer IT Project Manager Business Analyst Data Analyst Inside Sales / Sales Specialist System Engineer Robotic Process Automation (RPA) Engineer Product Manager
ST Engineering	Technical Manager Technical Project Executive Software Engineer
Tata Consultancy Services Asia Pacific Pte Ltd	Software Engineer Data Analyst
ThoughtWorks Pte Ltd	Software Engineer IT Consulting Analyst IT Support Analyst
Tunity Technologies Pte Ltd	IOT Software Development Engineer IOT System Development Engineer

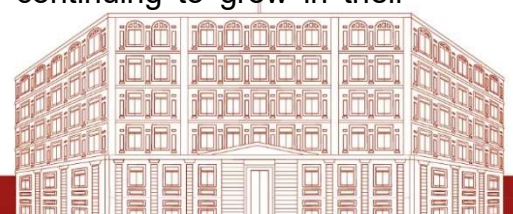


	Project Manager Business Analyst
Whale Cloud Singapore Pte Ltd	IT Solutions Consultant IT Project Manager



Annex B: Quotes from Mid-Career Advance company partners

1. “As an organisation that is committed to inclusion and diversity, we are excited to participate in IMDA’s TeSA Mid-Career Advance. In addition to bridging the talent gap through reskilling, the programme gives mid-career professionals the opportunity to apply their newly acquired skill sets on projects and gain exposure to new roles and industries. From Accenture’s perspective, experienced professionals bring along a wealth of knowledge, which can greatly enrich the innovation process as we improve the way the world works and lives,” said **Mr Mark Tham, Managing Director, Health & Public Service, Accenture**
2. “As we continue to reimagine how we do banking using technology, we need to keep growing the right talent to power our new way of doing business. We are excited to be part of IMDA’s TeSA Mid-Career Advance to build a strong pipeline of technology talent needed to bring our bank to the future. TeSA Mid-Career Advance is also very much aligned to DBS’ people philosophy of enabling ongoing reskilling and upskilling of individuals to equip them for relevance and resilience,” said **Ms Theresa Phua, Managing Director-HR Relationship Management, Group Human Resources, DBS Bank Ltd**
3. “The HealthTech sector is rapidly growing in Singapore. At IHiS, we are always in search of talents who can contribute to our mission to improve the health of our population and health administration through HealthTech. With many project teams working to deliver solutions which digitises, connects and analyses Singapore’s health ecosystem, we offer exciting opportunities for mid-career professionals to develop themselves in the IT domain. We believe that mid-career professionals with their wealth of experience will be able to bring new perspectives and value add to our solutions. In partnership with IMDA, we are happy to hire and train mid-career professionals under this programme and provide a meaningful career for them,” said **Ms May Wee, Chief Human Resource Officer, Integrated Health Information Systems Pte Ltd (IHiS)**
4. “We are pleased to partner Infocomm Media Development Authority (IMDA) on the TeSA Mid-Career Advance program which is targeted to help mid-career professionals. This is in line with our digital strategy of strengthening digital capabilities and continuous upskilling, regardless of age. Mid-career professionals that have a wealth of working experience in the industry will be given personalised training when they join us as developers, development managers, scrum masters, application delivery managers and user experience designers,” said **Mr George Wang, Senior Vice President Information Technology, Singapore Airlines**
5. “We are committed to equipping our employees with the requisite skills to navigate the fast-changing digital landscape. We value our mature PMETs who have a strong work ethic, bring valuable experience and wisdom, and are inspiring mentors to younger staff. TeSA Mid-Career Advance will complement our ongoing initiatives to help our PMETS deepen their digital skills and keep pace with technology. This is a win-win proposition that will enable employees to contribute meaningfully to the company while continuing to grow in their



careers,” said **Ms Aileen Tan, Singtel's Group Chief Human Resources Officer**

6. “Mid-career professionals carry with them invaluable industry knowledge gained from their years of experience. This, complemented with the upskilling/reskilling of their technical knowledge, will enable them to expand their contribution and be a potential asset to the company’s operations and growth,” said **Mr Tan Yuh Cherng, General Manager of Training & Simulation Systems, ST Engineering**
7. “ThoughtWorks is committed to partnering with IMDA in creating programs that support building an inclusive and digital ready Singapore. Through hands-on training and mentorship programs, we can provide opportunities for new segments of the workforce to join the tech industry. We believe this latest initiative will give mid-career professionals accelerated entry into tech roles while harnessing their previous experience,” said **Mr Wong Wen Shun, Co-Managing Director, ThoughtWorks Southeast Asia**
8. “Just as technology is transforming businesses and is itself evolving at a tremendous rate, so too are the skills that are lacking in industry. From data scientists to block chain experts, even the foundation coding languages adapt and change over time. At TCS, through our Company-Led Training programme, in collaboration with IMDA, we have been training 50 Singaporean graduates each year, equipping them with the necessary skills to contribute actively and effectively to Singapore’s national technology agenda.

In our continued partnership with IMDA, our commitment will now be extended to mid-career professionals in the new TeSA Mid-Career Advance initiative, where they may be developed to become tech professionals from in-house training modules to hands-on experience working on client projects in the next 3 years. This programme is implemented such that skills gap, even amongst more seasoned personnel, is narrowed, through upskilling and reskilling,” said **Ms Dwen Hwee, Country HR Head - Singapore and South Korea, Tata Consultancy Services Asia Pacific Pte Ltd**

9. “Due to the skill gaps in the supply of IOT talents in the market, we decided to participate in this programme to train the mid-career professionals to work in the IOT industry. We are thankful for this programme by IMDA resulting in a tripartite win for mid-career professionals, the company and the industry,” said **Ms Lim Peck Hui, MD, Tunity Technologies Pte Ltd**
10. “It is a great honour to participate in TeSA Mid-Career Advance. Through this programme, we hope to upgrade the skills of Singaporean ICT professionals who wish to enhance their competencies or start a new career in the cloud computing industry. The courses which we have lined up will allow them to deepen their cloud expertise and keep their skills up-to-date,” said **Mr Ben Zhou, CEO of Whale Cloud Singapore**

